

Benefits

Exempt

Union Code	Exempt						
Representation	Non-Represented						
Contract Date	2008-2011						
Health and Welfare							
Benefit Level	Full Time (61 - 80 hours)						
Benefit Plan \$	\$230.00						
Medical Premium Subsidy (MPS)	<table> <tr> <td>Employee Only</td> <td>\$0.00</td> </tr> <tr> <td>Employee + 1</td> <td>\$102.29</td> </tr> <tr> <td>Employee + 2</td> <td>\$225.32</td> </tr> </table>	Employee Only	\$0.00	Employee + 1	\$102.29	Employee + 2	\$225.32
Employee Only	\$0.00						
Employee + 1	\$102.29						
Employee + 2	\$225.32						
Dental Premium Subsidy (DPS)	Up to \$9.46						
Medical Opt-Out	<table> <tr> <td>Before 7/9/05</td> <td>\$161.54</td> </tr> <tr> <td>After 7/9/05</td> <td>\$40.00</td> </tr> </table>	Before 7/9/05	\$161.54	After 7/9/05	\$40.00		
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Medical Waive	<table> <tr> <td>Before 7/9/05</td> <td>\$230.00</td> </tr> <tr> <td>After 7/9/05</td> <td>\$40.00</td> </tr> </table>	Before 7/9/05	\$230.00	After 7/9/05	\$40.00		
Before 7/9/05	\$230.00						
After 7/9/05	\$40.00						
Vision	Employer Paid for Employee & Dependents						
Psychological	Access through your health care provider						
Life Insurance - Employer Paid	\$50,000						
Voluntary Life	Eligible						
Voluntary AD&D	Eligible						
Variable Group Universal Life	<p>County Paid:</p> <p>Group A – 100% of 1x Annual Salary</p> <p>Group B – 50% of 1x Annual Salary</p> <p>Group C – 25% of 1x Annual Salary</p> <p>Group D – 25% of 1x Annual Salary</p>						
Leaves							
Vacation	80-160 Hours/Year						
Sick	3.69 Hours/Pay Period						
Holiday	13 + Floating						

The County may give you *Benefit Plan Dollars and/or Premium Subsidies* to help off-set the cost for your medical premiums

Example #1: A County Counsel Paralegal (full time) elects the Health Net HMO and DeltaCare USA plans with Employee + 2 or more coverage:

- \$518.23 (combined cost of premiums)
- \$230.00 (Benefit Plan Dollars)
- \$225.32 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$ 53.45 (out-of-pocket cost)**

Example #2: An Undersheriff (full time) elects the Kaiser Permanente and Delta Dental PPO plans with Employee + 2 or more coverage:

- \$611.75 (combined cost of premiums)
- \$230.00 (Benefit Plan Dollars)
- \$225.32 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$146.97 (out-of-pocket cost)**

Example #3: The County Surveyor (full time) elects the Health Net HMO and DeltaCare USA plans with Employee + 2 or more coverage.

- \$518.23 (combined cost of premiums)
- \$230.00 (Benefit Plan Dollars)
- \$225.32 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$ 53.45 (out-of-pocket cost)**

Example #4: The Chief Probation Officer elects the Kaiser Permanente and Delta Dental PPO plans with Employee + 2 or more coverage.

- \$611.75 (combined cost of premiums)
- \$230.00 (Benefit Plan Dollars)
- \$225.32 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$146.97 (out-of-pocket cost)**